

Land & Water Conservation Fund (LWCF) Local Community Grants

Nondiscrimination Policy

The Department of the Interior (DOI) requires all of its Bureaus and Offices to ensure that recipients of Federal financial assistance continually notify the public of DOI's nondiscrimination policy and the procedures for filing related complaints. Under the Land and Water Conservation Fund (L&WCF) program, responsibility for sub-grantee compliance is delegated to the States. This includes ensuring that civil rights posters or information via brochures, program schedules, web sites, etc. is available and easily accessible to the public.

The public notification requirement is established under the following legal authorities:

1. Title VI of the Civil Rights Act of 1964, prohibits discrimination based on race, color, or national origin.
2. Title IX of the Education Amendments of 1972, as amended, prohibits discrimination based on sex.
3. Section 504 of the Rehabilitation Act of 1973, prohibits discrimination based on an individual's disability.
4. Title II of the Americans with Disabilities Act, prohibits discrimination on the basis of disability.
5. Age Discrimination Act of 1975, prohibits discrimination based on age.
6. Civil Rights Restoration Act of 1987.

Since many L&WCF grants are very rural and relatively undeveloped or conservation oriented, confusion often exists whether or not "off-site" notification of the nondiscrimination policy and the procedures for filing complaints is allowable in those instances where posting of signage is not customarily or easily done. Pursuant to DOI's Equal Opportunity Directive Number 1999-14 entitled "Civil Rights Public Notification Policy for Programs or Activities Receiving Federal Financial Assistance," off-site notification is acceptable for certain program facilities.

For example, if there are none or the only structures are restrooms or play equipment, off-site notification would be reasonable. However, whether or not predominately undeveloped in nature, all L&WCF-assisted sites and facilities which contain bulletin boards or other structures or buildings for posting of notices shall include at least one non-discrimination poster. Further, posters must be provided at all primary visitor centers.

Off-site notification of the nondiscrimination policy must be provided in all media used by recipients to inform the public of program availability. Off-site notification may include, but is not limited to, periodic program schedules, brochures, and web sites, in addition to posting in park system administrative buildings, city, or other government centers.

The nondiscrimination policy statement should be similar to the following:

Discrimination in the Federally assisted programs or activities of the Department of the Interior is prohibited. If you believe you have been discriminated against on the basis of your race, color, national origin, disability, sex, or age, please contact the National Park Service at:

EEO Program Manager
U.S. Department of the Interior
National Park Service
1849 C Street, NW (Org. Code 0008)
Washington, D.C. 20240